

**STATE HUMAN RELATIONS COMMISSION
FULL COMMITTEE MEETING MINUTES
DOVER, DELAWARE**

Thursday, January 8, 2015

The January monthly meeting of the Delaware State Human Relations Commission was held by video-conference the Cannon Building, 861 Silver Lake Boulevard, Conference Room A, Dover, Delaware; and the Carvel Building, 820 N. French Street, 4th Floor Executive Conference Room, Wilmington, Delaware.

Attendance:

Commission Members Present: Chairperson Calvin Christopher. Commissioners Mashoor Awad, Diaz Bonville, Erika Caesar, Chok-Fun Chui, Stephen Elkins, Michael J. Harpe, Rose Mary Hendrix, Prameela Kaza, Nancy Maihoff, Lorenzo Murdaugh, Misty Seemans, Walter Smith Jr., Robert Watson Jr., and Rosemarie Williams. DAG Paige Schmittinger participated via phone.

Commission Members not present: Commissioners Whittona Burrell (unexcused), Wallace Dixon (unexcused), Bernice Edwards (excused), Earnest Gulab (excused), Doug James (unexcused), Gail Launay-Tarlecki (excused), Olga Ramirez (unexcused) and Roy Sudler Jr. (unexcused).

Staff from Division of Human Relations Office: Romona Fullman, Vincent Petroff, and Kelly Fox.

Members of the public present: None

I Call to Order

The meeting was called to order by Chair Christopher at 7:08 p.m., followed by a period of silent meditation.

II Approval of Minutes

The minutes for the December SHRC meeting were submitted. Corrections offered: list Diaz Bonville as excused; Change the person who second the motion to approve the minutes from Commissioner Smith to Commissioner Elkins.. Commissioner Harpe made a motion to approve the minutes with corrections. Commissioner Watson seconded the motion. A vote was taken, motion carries with no opposition.

III Members of the Public Present

No members of the public present.

IV Chair's Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
Chair Christopher wished Commissioners Happy New Year and thanked Commissioners for participation in the December meeting.			
<u>Commission Bylaws update</u> – Chair Christopher asked the Legislative Committee to lead the review of the Bylaws –especially sections on Committee responsibilities and attendance requirements- and to propose to the body changes recommended. Director Fullman advised that attendance is defined in the statute not the bylaws.	Review of Bylaws	Legislative Committee	Undefined
<u>Human Relations Awareness Month and Black History Month</u> – To be discussed further in the Director's report.			
<u>Analysis of Impediments (AI)</u> – Chair Christopher reported that this item will remain on the Agenda. Legislative and other Committee Chairs are charged to review the AI for actions the SHRC can advance.	Committee Chairs to review Recommendations in the AI to identify actionable items for the SHRC	Legislative Committee and Committee Chairs	Undefined
<u>Widener School of Law</u> – Chair Christopher reported that Commissioner Launay-Tarlecki is pursuing a relationship where law students volunteer to assist Complainants who cannot afford legal counsel for SHRC hearings. Chair Christopher indicated that this may need to be reviewed by the Attorney General's office.	Commissioner Launay-Tarlecki to draft a program proposal to be discussed with Widener School of Law.	Commissioner Launay-Tarlecki	Undefined
<u>Commissioner vacancies</u> – Chair Christopher reported that there are currently 5 vacancies on the Commission. The Governor's Boards/Commissions Office has applications of individuals interested in serving on the SHRC.	Chair Christopher to share names of applicants for the SHRC with CRC Chair Maihoff.	Community Response Committee	Undefined
<u>Dover Human Relations Commission</u> – Chair Christopher received an inquiry from the Chair of the Dover HRC regarding the new Office of Civil Rights created by the new Attorney General and the relations between the Office and the SHRC	Chair Christopher to communicate with AG's Office for clarification of the role and function of the new Office		

<p><u>Access to Justice Commission</u> – Chair Christopher reported that he is scheduled to meet with Drew Fennell (Governor’s Deputy Chief of Staff) regarding this new Commission established by Chief Justice Leo Strine.</p> <p><u>Office of Civil Rights and Public Trust</u> – Chair Christopher also plans to discuss with Ms. Fennell the Office of Civil Rights and Public Trust recently created by the new Attorney General Matt Denn. He is also prepared to schedule a meeting with the Attorney General</p> <p><u>Group Calling for the Creation of an Independent Office of Civil Rights</u> - Chair Christopher reported that he will attend a community meeting on January 12th as a follow-up to a meeting held in August 2014 with the group. Commissioners were invited to also attend. The meeting will be held at the Bear Library at 6pm.</p>	<p>Chair to meet with Drew Fennell re: Chief Justice’s Commission</p> <p>Chair to discuss Office of Civil Rights with Drew Fennell and schedule meeting with Attorney General Denn or his designee.</p> <p>Commissioners provide feedback/input to Chair Christopher via email.</p>	<p>Chair Christopher</p> <p>Chair Christopher</p> <p>Chair Christopher-All Commissioner</p>	<p>Monday</p> <p>Monday</p> <p>Undefined</p> <p>Before Monday</p>
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V Director’s Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
Director’s report to be sent electronically following the meeting.	Report to be sent electronically.	Director Fullman	Following meeting.
<u>Human Relations Awareness Month</u> – Director Fullman discussed the possibility of facilitating film and discussion sessions in each county featuring the film Selma. Input from Commissioners was requested. Following a discussion Commissioner Watson made a motion to pursue facilitating film and discussion sessions featuring the film Selma. Commissioner Harpe seconded the motion. A vote was taken. 10 in favor, 2 opposed and 2 abstained.	Pursue scheduling film and discussion sessions.	Director Fullman	Undefined

<p>Motion carries.</p> <p>Director Fullman asked Commissioners if the Commission was still interested in Commissioner hosting a breakfast meeting. A discussion took place. It was decided that January would be too soon to hold these. It was assigned to the Public Awareness Committee to pursue.</p> <p>Additional events/meetings are scheduled in January. Details outlined in the Director's report</p>	Explore scheduling breakfast meetings in each county.	Public Awareness Committee	Undefined
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VI Committee Reports

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
<u>Public Awareness Committee</u> – No report.			
<p><u>Legislative Committee</u> – Commissioner Seemans reported that the Committee did not meeting this evening due to technical difficulties. She asked that Commissioners forward to her via email any legislative issues or concerns.</p> <p>Process for Policy Initiatives - Committee will work to develop a plan and processes to bring policy initiatives to the full Commission and responding to existing initiatives.</p>	<p>Commissioners to email legislative initiatives that advance the SHRC mission</p> <p>Develop process to bring policy initiatives to the full Commission.</p>	Commissioner Seemans	Undefined
<p><u>Community Response Committee</u> – Commissioner Maihoff reported that the Committee will be contacting the Masons to follow-up on their presentation at the December SHRC meeting. DHR Supervisor Vincent Petroff agreed to assist with coordinating the meeting.</p> <p><u>Cape Henlopen School District</u>- Commissioner Maihoff is working with Superintendent to arrange a meeting with GSA representatives.</p>	<p>Scheduled meeting with the Masons.</p> <p>Hold a meeting with Cape Henlopen H.S. GSA representatives.</p>	<p>Commissioner Maihoff</p> <p>Commissioner Maihoff</p>	<p>Undefined</p> <p>Undefined</p>

<p><u>CRC Goals & Objectives</u>- Commissioner Maihoff reported that the Committee has completed their 2015 goals and objectives. She will compile and submit them to Chair Christopher.</p>	<p>Compile 2015 goals and objectives and submit to Chair Christopher.</p>	<p>Commissioner Maihoff</p>	<p>Undefined</p>
<p>Commissioner Maihoff reported that there are 12 Commissioners whose appointments are expiring this year. She asked that Commissioners complete the application at least 2 months prior to the expiration. It was requested the Kelly send an email to affected Commissioners with a link to the application. Commissioner Maihoff asked Commissioner Watson the status of his application. Commissioner Watson advised that he application was sent 2 weeks ago.</p>	<p>Email sent to Commissioners whose terms are expiring.</p>	<p>Kelly Fox</p>	<p>Following meeting</p>
<p><u>Governor's Council on Equal Employment Opportunity Committee</u> – No report. Chair Christopher advised that Commissioner Awad has been appointed to this Committee. Commissioner Awad will continue to be a part of the Community Response Committee.</p>			

VII Old Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
No old business.			

VIII New Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
<p>Vincent Petroff reported that there is a hearing scheduled on Thursday, January 15th at 6:00 p.m. Commissioners are encouraged to attend/audit the hearing. He also advised that there are additional hearings in the pipeline.</p>	<p>Commissioners to advise Kelly Fox if they plan to attend/audit a hearing.</p>	<p>All Commissioners</p>	<p>Ongoing</p>

IX Good News

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
Commissioner Awad reported that his son has accepted an internship with Senator Coon's office at Capitol Hill.			

XI Meeting Adjourned

The Commission meeting was adjourned at approximately 8:32 p.m. by Chair Christopher. Following the adjournment the Commission entered Executive Session.